



Board Chair:

Sandra W. Pruitt

Executive Director:

Marie M. Dunnam

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Total children in county under
age 6: 4,937

Children under age 6 living in
poverty: 6.5 %

**Oconee County
Highlights**

- **Case Data Reports indicate 100% consent & 100% SSA numbers**
- "I am a much better parent today because of First Steps, POPS and Family Friends."
Wayne Holliday,
single father of six,
POPS Program

Oconee County First Steps Partnership *Fiscal Year 2008 Annual Report*

EXECUTIVE DIRECTOR'S MESSAGE

Oconee County First Steps continues to be a tremendous catalyst for collaboration and networking for a cross section of persons across the county for the benefit of our youngest citizens (children birth to age 6).

After the First Steps Legislation passed in 1999, the Oconee County Legislative Delegation began the process in the **RIGHT WAY** by picking energetic, well-organized and knowledgeable conveners. The conveners, in turn, did an outstanding job in informing the community about the organizational meeting, and in providing an excellent start for the initiative.

As a result, over the past nine years First Steps has been one of the most wonderful things to have happened to the early education field in our county. It has brought all entities, with an interest in the education of young children to the same table to discuss how to prepare the county's children to arrive at first grade healthy and ready to learn. It has also given them the opportunity to design and implement "best practice" strategies toward that end.

As you review our 2008 Annual Report, we hope you will join us in celebrating another year of successful services to our youngest and "most at risk" citizens.

Sincerely,

Marie M. Dunnam, LISW-CP, Executive Director
Oconee County First Steps

First Steps to School Readiness Strategy Areas

The First Steps initiative approaches children's school readiness needs in five ways:

Family Strengthening: A parent is a child's first and best teacher. First Steps works to help parents become the best parents they can be. First Steps also helps parents further their own education.

Healthy Start: Children's development and ability to learn are profoundly impacted by their health in the earliest years. First Steps works to help families understand children's health needs through education and screenings while also working to help them access needed health services.

Quality Child Care: Quality child care provides immediate and long-term learning benefits for children. First Steps works to expand the availability of quality child-care to families and to enhance the level of quality in existing child-care environments.

Early Education: Research shows that children who participate in high-quality preschool classes are more likely to start school ready to learn, as well as be more successful later in life. First Steps works to expand high-quality 3-year-old and 4-year-old kindergarten opportunities in public and private settings.

School Transition: The transition into kindergarten is a critical time that sets the tone for children's perspectives about the school years, as well their parents' perspectives. Making a strong initial connection between school and home -- and supporting both parents and students during this transition time -- has been shown to impact students' later school success and parents' later involvement during the school years.

2007-2008 County Partnership Programs by Strategy

FAMILY STRENGTHENING.

Program Name: "PRINCIPLES OF PARENTING SUCCESSFULLY" {POPS}:

Program Description: The purpose of this program is to increase the capacity of parents to be their child's best and most important teacher by providing a holistic parenting education home visitation prevention program combined with a health component to address childhood obesity, asthma and bronchitis. Social workers are sent into the homes of the "most at risk" families with children birth to age 6 to conduct visits on a long-term basis. The POPS Program successfully addresses the following: It increases children's readiness for kindergarten and first grade; it increases the parents' knowledge of child development; promotes effective parenting practices; improves child development of pro-social behavior; increases children's access to health services; and increases the parent/caregiver's use of effective parenting practices.

Number Served:

- POPS Social Workers served (41) families with (60) adults and (98) children through 1, 110 home visits, and provided 2, 949.33 hours of direct service.

Program Results:

- All (41) families served met at least one of the following S. C. First Steps Target Risk Factors: {Abused, neglected, or in foster care; eligible for Temporary Assistance for Needy Families {TANF}; teenage mother or low maternal education (less than a high school graduation); documented substance abuse within the home; documented maternal depression; documented domestic violence within the home; or low birth weight (under 2000 grams)}; and each case contained a Family Service Plan.
- 100% of the families provided their SSA numbers and gave their consent for their information to be used for tracking purposes.
- All POPS Social Workers have at least a four-year college degree, and a combination curricula of Parents As Teachers {PAT} for children birth through the age of three, “DSS BEST PRACTICES” and the “Systematic Training for Effective Parenting” {STEPS} Program is successfully used with fidelity.
- 99.9% of all families received at least two visits per month for at least 1 hour per visit, with some families receiving up to eight visits per month, depending on need.
- Twenty -Seven (27) families were assessed using the Keys to Interactive Parenting Skills {KIPS} which is an evaluation of parenting behaviors related to interactions between parents and children. It involves a parent playing with his or her child for 20 minutes to examine 12 different behaviors. The KIPS is used to evaluate parents of children ages 2 months old up to five years of age and is an evaluation based on a 5-point scoring scale. **{On average, participants with both pre and post scores showed a 25 percent improvement on the KIPS.}**
- Twenty-two (22) families were assessed using the Adult-Child Interactive Reading Inventory (ACIRI) which is an interactive reading inventory for parents and children ages 2.5 years old to 5 years old. The ACIRI is a literacy-specific evaluation based on the observation of a parent and child reading together and is scored on a 3-point scale. It evaluates the interactions between parents and children relating to literacy acquisition. **{On average, participants with both pre and post ADULT scores showed a 19 percent improvement on the ACIRI, and participants with both pre and post CHILD scores showed on average, a 20 percent improvement.}**
- 18% of all adults in the (41) families served obtained employment or better employment.
- 100% of the families now have family physicians.
- 100% of the families received all appropriate referrals to include referrals to Baby Net.
- 100% of the adults in the target families, not possessing a high school diploma, were encouraged to further their formal education.
- Quarterly Parent/Child Group Meetings were held to specifically address childhood obesity, healthy snacks, asthma and bronchitis.
- POPS received \$3 to \$1 match from Federal Family Preservation Funds.

- Families reported an average of 4.99% satisfaction with this program (based on 1 {poor} to 5 {excellent} point scale).

Other Information:

- POPS is having a profound influence in Oconee County as many families who would have become child protective services clients have made major improvements in their lives, and as a result have improved their self-esteem, learned proper discipline techniques, and have truly taken steps to prepare their children to arrive at first grade healthy and ready to learn.

FAMILY STRENGTHENING:

Name of Program/Strategy: Literacy (Other): “TV OFF/NEURONS ON”

Program Description: The purpose of this program is to promote school readiness in children birth through age five by decreasing the number of hours families spend watching television, and by promoting active learning. Families learn how to replace television viewing with age appropriate interactive toys and books for maximum learning.

Number Served:

- Home visitors, through the “Principles of Parenting Successfully” {POPS} Program, and the School District of Oconee County’s Therapeutic Behavioral Services Program {TBS}, served (30) families with (33) adults and (36) children during monthly home visits modeling how to use interactive toys and educational books to improve cognitive and social skills.

Program Results:

- 100% of the families provided their SSA numbers and their consent for their information to be used for tracking purposes.
- 100% of the funding was used to purchase the educational books and interactive toys.
- 221 educational books and 203 interactive toys were distributed during 203 home visits.
- 100 % of the families decreased the number of hours spent watching television by approximately 90% and increased the number of books read to their children by approximately 90%. (Pre and Post Test)
- 100% of the families used the books and interactive toys with their children and demonstrated the appropriate use of the same. (Pre and Post Test and home visitor documentation.)
- Families reported a 4.99 % satisfaction with this program (based on a 1 {poor} to 5 {excellent} point scale).

Other Information:

- “TV OFF/NEURONS ON” has been a very successful program since its inception in 2002, and the Oconee County First Steps Board sees this program as augmenting the School District of Oconee County’s Behavioral Services Program and the “Principles of Parenting Successfully “ Program in a very useful and cost effective manner.

QUALITY CHILD CARE:

Name of Program/Strategy: Child Care Quality Training

Program Description: The purpose of this program is to improve the quality of childcare by offering free, high quality certified training to all staff working in a child care/group or family care home in Oconee County.

Number Served:

- 175 child care staff from (27) different entities, serving 2, 468 children benefited from 25 hours of high quality, free, certified training.
- 50% of all child care facilities in the county participated in the free training, thus enhancing the experiences of children as they transition from childcare to the school environment.

Program Results:

- Training is offered through a contract between Oconee County First Steps and the School District of Oconee County and every effort is made to coordinate our training with other state and local entities, i.e. DSS, Head Start, DHEC, Child Care Resource and Referral, and Tri County Technical College.
- All training is certified by the First Steps Center for Child Care Career Development (CCCCD).
- Training is conducted in (2) hour segments, each segment building on the other as opposed to stand alone workshops. The following training was offered during Fiscal Year 07-08: “DSS Day Care Licensing”; “Blood Borne Pathogens”; “Fire & Life Safety & Child Fine”; “Activities for Multi Age Children”; “Science Experiments for All Ages”; “ABC’s of Behavior for all Ages”; “Labor Laws”; “Recruitment & Retention”; “Communications By Design”; “Room Arrangement”; “Sign Language/Babies/Toddlers”; and, “Nutrition for Young Children”.
- Child Care staff are required to gain (15) to (20) hours of re-certification training each year; therefore, certificates of attendance were awarded to childcare staff after the completion of each segment of training.
- Evaluations were completed after each training session, and fiscal year 2007-2008 evaluations were 99% positive.
- In addition, the School District of Oconee County’s Childhood Division picks (2) to (4) centers at random after the completion of each six hour training segment, and the trainer visits each of those centers to ascertain the degree that staff has implemented the ideas learned at the respective trainings. Approximately an 80% implementation rated has been documented at the centers visited.

EARLY EDUCATION:

Name of Program/Strategy: Four Year Old Kindergarten {Full Day-Public}

Program Description: The purpose of this program is to increase the number of “at risk” children attending high quality early childhood education programs by continuing the full-day four-year-old kindergarten classes at Tamassee-Salem Elementary School and Hamilton Career Center. {The Hamilton Career Center serves children from the James M. Brown Elementary School Attendance Area.}

Number Served:

- Forty {40} “at risk” children, meeting the recommended eligibility standards, who had reached four-years of age on or before September 1, 2007, were served.

Program Results:

- All participating students were targeted for participation on the basis of compounded school readiness risk factors (DIAL 3 screening score in the bottom 25%, free and reduced lunch status, mother’s education, etc.).
- Both classroom teachers had previously completed training in the High Scope Curriculum, Work Sampling materials, and class size.
- Both 4-K classes met South Carolina 4-K requirements for curriculum, pupil-teacher ratios and materials.
- 100% of the required home visits were attempted; however, due to families not being home, 83% received (2) successful home visits and the other 17% received one successful home visit.
- 92% of the parents participated in all parent-teacher conferences, and over 90% donated supplies and or materials to the classrooms.
- 99.9% of 4-K students completing the program, made very significant progress as measured by teacher and parent observation, School District of Oconee County’s Progress Reports and DIAL 3 screening results.
- Participating families reported an average of 4.8 satisfaction with both programs (based on 1 {poor} to 5 {excellent} point scale).

Other Information:

- During FY 07-08, the Hamilton Career Center 4-K program collaborated with the HCC Early Childhood Development Students, and through this collaboration, the 4-K students were treated to a trip to the Barnum & Bailey Ringling Brothers Circus in Greenville, a trip to Seneca High School to see Mr. Al, and numerous other events. The Tamassee-Salem 4-K collaborated with Tamassee-Salem High School on various events during the school year. And, the School District of Oconee County’s Family Learning Center provided a book bag of books to each student, entitled “African Animals”.

SCHOOL TRANSITION:

Program Description: The purpose of this program is to ensure an educationally beneficial school transition by serving twenty (20) “at risk” children in the “Countdown to Kindergarten” Program.

Number Served:

- Twenty {20} “at risk” children completed the “Countdown” Program during fiscal year 2007-2008.

Program Results:

- 100% of the children received free lunch.
- 100% of the children received all eight visits.
- 75% of the children were placed in their “Countdown” Home Visitor’s 5-K classroom.
- Oconee County’s Targeting Score was 6.7, the highest in the state; which verifies the most “at risk” children in the county were served.
- “Countdown to Kindergarten” resulted in improvements in parent-child interaction, including the following:
 - 31% increase in the number of times parents read to/listened to their children read from a book.
 - 38% increase in the number of times parents visited a library with their children.
 - 21% increase in the number of times parents took their children with them while doing errands.
- 100% of the “Countdown” families had nothing but high praise for the program.

Other Information:

- Oconee County First Steps collaborated with the School District of Oconee County, Family Friends, a volunteer mentoring program, and the Oconee County Department of Social Services for the provision of the “Countdown to Kindergarten” Program. All three entities assisted in the screening to ensure the most “at risk” rising five –year old kindergarten students were served. In addition, the School District of Oconee County provided ½ of the funding for the program, and the activity buses/ drivers for the Celebration Trip to the Children’s EdVenture Museum in Columbia. Family Friends provided snacks and bottled water for the trip to Columbia, and the Department of Social Services provided coupons for a meal on the way home.

FINANCIAL SUMMARY

<u>Expenditures By Funding Source</u>	
State Appropriation (<i>Fund 10</i>)	\$238, 066.78
E.I.A. Appropriation (<i>Fund 55</i>)	\$ 16, 306. 95
Lottery Appropriation (<i>Funds 35</i>)	\$ 154.83
C.D.E.P.P. Appropriation (<i>Fund 60</i>)	\$N/A
C.O.E. Appropriation (<i>Fund 65</i>)	\$N/A
N.F.P. Appropriation (<i>Fund 70</i>)	\$N/A
State Private (<i>Fund 15</i>)	\$ 1, 575. 00
Local Private (<i>Fund 20</i>)	\$ 5, 559. 98
Federal (<i>Fund 30</i>)	\$
In-Kind (<i>Fund 25</i>)	\$310, 305.34
TOTAL:	\$571, 968.88

<u>Expenditures by Program / Strategy Name</u>	
2031: {Family strengthening: POPS	\$283, 052
2042: {Family Strengthening: “TV OFF/NEURONS ON”	\$ 2, 706.12
3141: {Early Education}: Full Day 4-K (Public)	\$210, 099.73
4062: {School Transition}: “Countdown”	\$ 6, 590.20
6051: Child Care Training	\$ 8, 218.36
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
Indirect Programmatic Functions	\$ 36, 491.94
Administrative Functions	\$ 24, 810.53
TOTAL:	\$ 571, 968.88

NOTABLE DONORS

<i>DONOR'S NAME</i>	AMOUNT
School District of Oconee County	\$3, 738
United Way of Oconee County	\$2, 000
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
TOTAL:	\$5, 738

Local Match Percentage for FY 2008: 134.67%

BOARD INFORMATION:

During Fiscal Year 2008, the Oconee County First Steps Board and other Partnership Members volunteered 904.50 hours, including time spent on the “Baby Fair” and the “Warm a Child for the Winter” Project.

Oconee County First Steps’ Signature Project, “Warm a Child for the Winter” is held each year during October, which is National Make a Difference Month. During October 2007, five hundred (500) new baby blankets, throws; single and double blankets were collected by board and partnership members, various churches and the general public. During the November 15, 2007 Annual Meeting, the items were donated to Oconee A.I.D. in Walhalla; Bethesda Ministries in Seneca, and “We Care Ministries” in Westminster for distribution to families with at least one child birth to age 6 during the 2007-2008 winter months.

Value of Volunteer Time: \$19. 51 per hour x 904.50 hours = \$17, 646.80

COUNTY PARTNERSHIP BOARD OF TRUSTEES

Sandra W. Pruitt, Board Chair
Legislative Appointee

The Reverend Tracy Sexton, Board Vice Chair
Faith Category

Molly Tannery, Board Secretary
Family Strengthening Category

Christy Addis, Pre-K/Primary Education
Patricia “Pat” Boleman, Early Childhood Education; rotated off the board during October 2007 elections
Annette Burney, Legislative Appointee
Jessica Cantrell, Non-Profit
Charlotte Chirillo, Business
Kathleen S. Davis, Child Care & Early Development Provider
Michelle Duvall, Child Care & Early Childhood Education
Suzanne Evans, Early Education
Danita Freeman, Early Childhood Education
Jessica Kisner, Business
Ed Halbig, Transportation
Lisa Kelley, DSS Appointee until October 2007 elections
Misty Lee, DHEC Appointee until February, 2008
Judy Metcalf, DSS Appointee effective November 2007
Ann Miller, Early Education
Marsha Morrhead, Health
Darlene Quattlebaum, Child Care & Early Childhood Education
Paula Schubert, Early Education
Blythe Smith, DHEC Appointee effective March 2008
Sandie J. Smyth, Non-Profit
Misty Stasney, Parent of a Child in a First Steps Program
Kendra Vincent, Faith; rotated off the board during October 2007 elections
Wanda Warner, School District of Oconee County Appointee
George Washington, Head Start Appointee
Missy Wells, Pre K/Primary Education; rotated off the board during October 2007 elections
J. Daniel Whitehurst, Jr., Legislative Appointee
Elizabeth Woodring, Parent of a Child in a First Steps Program

COUNTY DATA SNAPSHOT

In FY 08, First Steps County Partnerships statewide made it a priority to become increasingly data-driven. County Partnerships successfully began using powerful new components of the First Steps data system, and County Partnerships also utilized data in new ways to drive their FY 09 program plans. In addition to enhanced program data tracking, County Partnerships are also focusing on the best available data about children and families to best understand their communities' needs. At the end of FY 08 and the beginning of FY 09, County Partnerships began an extensive analysis of this data, including data about the risk factors known to impact children's potential school success, such as low birth weight, teen mothers, and families living in poverty. A county-level risk data report is included in the subsequent pages of the report.

2008 School Readiness Risk Profile

Oconee County

Total Children Under Six: 4,937

CHILD POVERTY (Children in Families Receiving TANF Benefits)

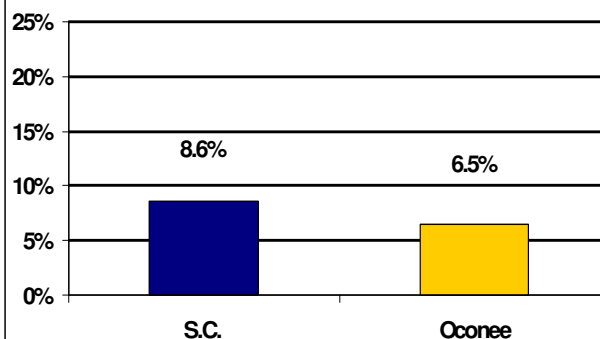
Statewide Average (2007): 8.4% Oconee County (2007): 6.5%

Fast Fact: Roughly 1 in 15 Oconee County children has an annual family income equivalent to \$10,325 (or less) for a family of four. A recent statewide analysis suggests that 45% of these children will be retained or score at the “below basic” level (PACT) by third grade.

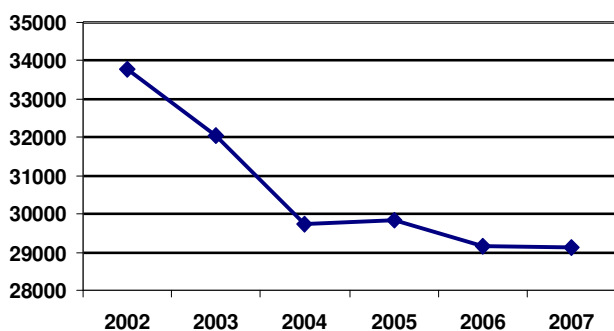
Children in deep poverty often face a wide variety of school readiness obstacles, ranging from inadequate prenatal care and nutrition to low maternal education.

323 of Oconee County’s 4,937 children under age 6 received federal Temporary Assistance for Needy Families (TANF) benefits during 2007, indicating a family income at or below 50% of the federal poverty definition.

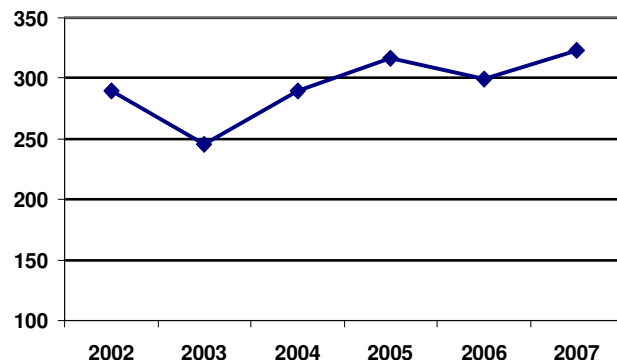
Children Under Age 6 Receiving TANF Benefits
(August 2007)



South Carolina Children Under Age 6
Receiving TANF Benefits
2002-2007



Oconee County Children Under Age 6
Receiving TANF Benefits
2002-2007



2008 School Readiness Risk Profile

Oconee County

Total Children Under Six: 4,937

CHILDREN AT LOW BIRTH WEIGHT (Less Than 5.5 lbs.)

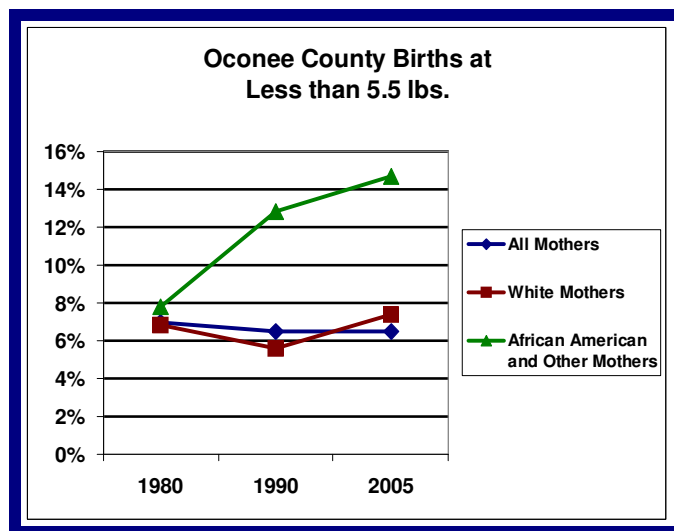
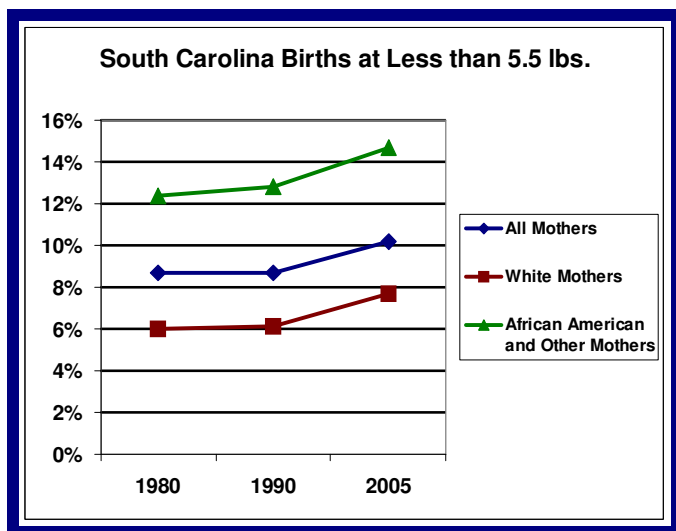
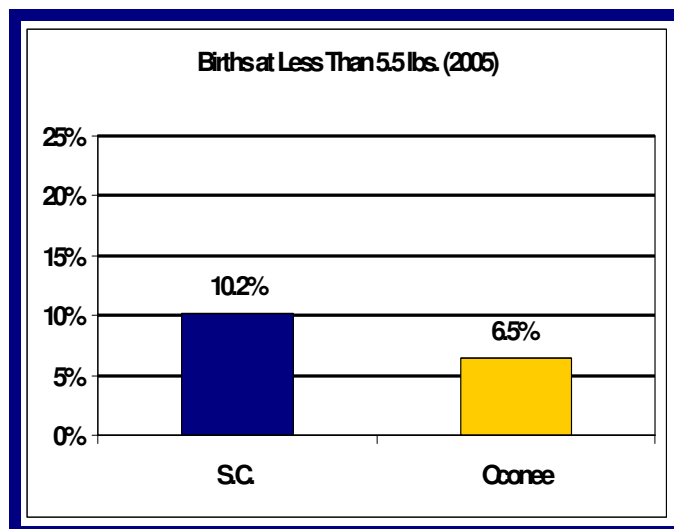
Statewide Average (2005): 10.2% Oconee County (2005): 6.5%

Fast Fact: Roughly 1 in 15 Oconee County children is born at a weight less than 5.5 lbs. A recent statewide analysis suggests that at least one-third of these children (36%-52% depending on weight category) will be retained or score at the “below basic” level (PACT) by third grade.

Babies born at low weights are often prone to developmental delays associated with early academic failure.

Many have received inadequate prenatal care and suffer from significant health complications.

51 of the 788 children born in Oconee County during 2005 weighed less than 5.5 lbs.



2008 School Readiness Risk Profile

Oconee County

Total Children Under Six: 4,937

BIRTHS TO TEENAGE MOTHERS

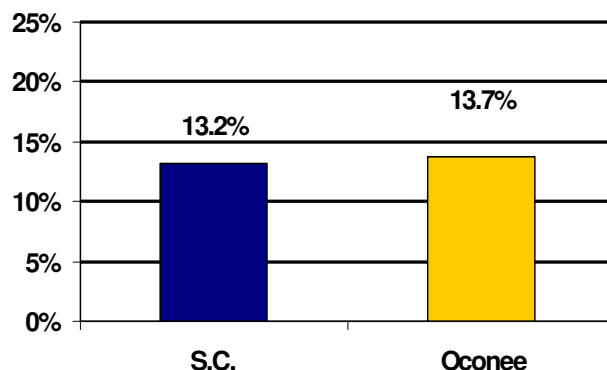
Statewide Average (2005): 13.2% Oconee County (2005): 13.7%

Fast Fact: Nearly 1 in 7 Oconee County births is to a mother under 20 years of age. A recent statewide analysis suggests that 43% of these children will be retained or score at the “below basic” level (PACT) by third grade.

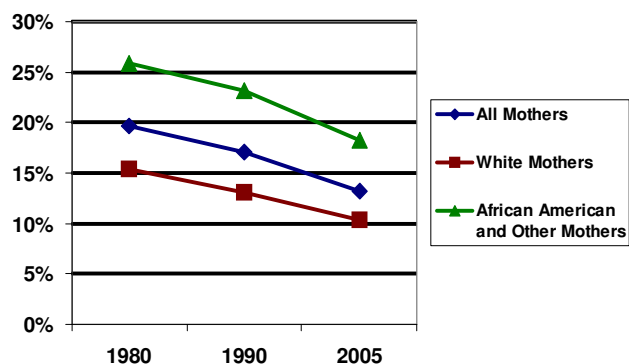
Teenage parents often lack the maturity and knowledge required to optimally fulfill important parental responsibilities, are less likely to advance their own educational attainment and often fail to advance beyond low-income status.

108 of the 788 children born in Oconee County during 2005 had teenage mothers.

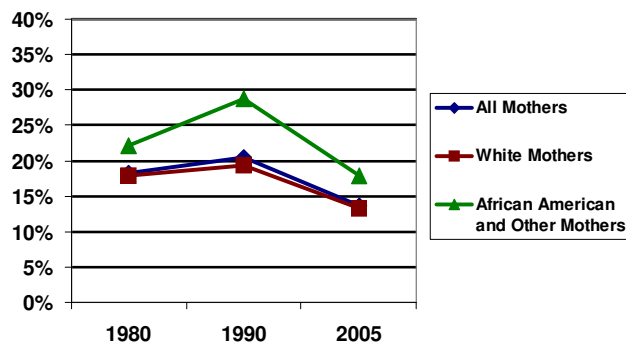
Births to Teenage Mothers (2005)



South Carolina Births to Teenage Mothers



Oconee County Births to Teenage Mothers



2008 School Readiness Risk Profile

Oconee County

Total Children Under Six: 4,937

BIRTHS TO MOTHERS WITH LESS THAN A HIGH SCHOOL DIPLOMA

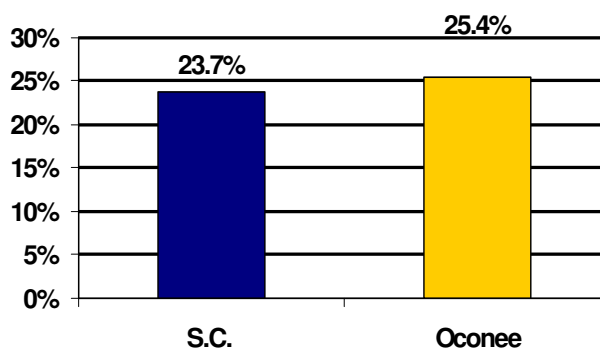
Statewide Average (2005): 23.7% Oconee County (2005): 25.4%

Fast Fact: 1 in 4 children in Oconee County is born to a mother possessing less than a high school diploma. A recent statewide analysis suggests that roughly half (48%) of these children will be retained or score at the “below basic” level (PACT) by third grade.

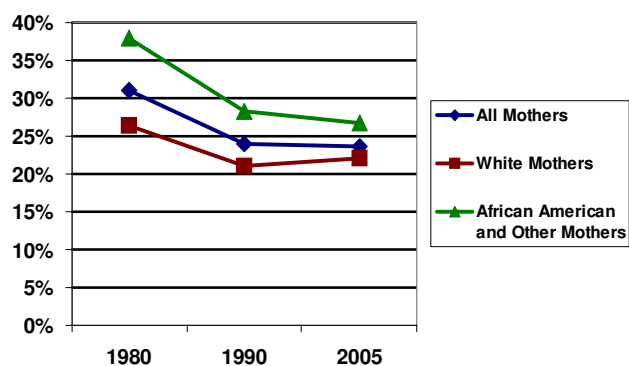
Research suggests that a mother’s own educational attainment is closely linked to the subsequent academic performance of her children.

200 of the 788 children born in Oconee County during 2005 had mothers with less than a high school diploma.

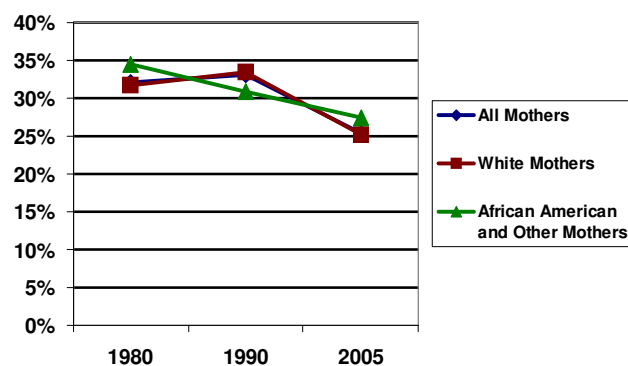
Births to Mothers with Less than a High School Diploma (2005)



SC Births to Mothers with Less than a High School Diploma



Oconee County Births to Mothers with Less than a High School Diploma



The 2008 School Readiness Risk Profile for Oconee County has been of interest to the Oconee County First Steps Board, and mirrors the information collected for our most recent countywide needs assessment. And, it was definitely of interest to our board to learn that our FY 08-09 allocation was being reduced by **\$7, 112** due to the fact many of our “risk factors” are decreasing.

The First Steps Funding Formula and the County Risk Profile have shown us the following:

- Oconee County’s population of Children Birth to Age 6 **INCREASED** from 4,757 in 2005 to 4,937 in 2006. And, the risk profile indicates that 323 of the 4,937 children under age 6 receive federal Temporary Assistance for Needy Families {TANF}
- Students in Grades 1-3, Eligible for Free or Reduced Price Lunches **INCREASED** from 969 in 2005-2006 to 1,014 in 2006-2007.
- Low Birth Weight Infants **DECREASED** from 86 in (2004) to 51 in (2005). And, the county risk profile shows that these 51 out of the 788 children born in Oconee County during 2005 weighed less than 5.5 lbs.
- Birth to Mothers with Less than a High School Diploma **DECREASED** from 227 for (2004) to 200 for (2005)
- The county risk profile indicates that 108 of the 788 children born in Oconee County during 2005 had teenage mothers.
- Oconee County’s per capita income **INCREASED** from \$27, 736 in 2004 to \$28, 561 in 2005. {The board made note of the fact that this increase is extremely misleading as our county is rapidly becoming a county of “Haves” and Have Not’s”. This is due to the influx of the many wealthy folks moving to our beautiful lake front communities.}
- Children Who Are Overage in Grade 3 for School Year 2006-2007 **DECREASED** from 182 (2005-2006) to 154 (2006-2007).
- 3rd Graders performing Below Basic on PACT Language **DECREASED** from 95 in (2005-2006) to 80 in (2006-2007).
- 3rd Graders Performing Below Basic on PACT Math **DECREASED** from 148 in (2005-2006) to 124 in (2006-2007).

The Oconee County First Steps Board agrees there is more work to do, but believes its efforts along with those of its collaborative partners are making a profound difference in the lives of our young parents and in preparing the county’s youngest and “most at risk” citizens to arrive at first grade healthy and ready to learn.

SUCCESS STORY

Mr. Wayne Holliday, a single father of six, has been served by POPS since 2002 when his youngest child Kamri was six months old and her Mother left the home. His children now range in age from 5 to 15.

Kamri recently participated in the “Countdown to Kindergarten” Program, and started 5-K on target Marshall, her older brother, participated in “Countdown” three years ago.

Mr. Holliday’s POPS social worker makes weekly home visits and has worked with him on improving his parenting skills so his family does not end up as another child protective statistics. She has also worked with him on understanding child development, financial planning, nutrition and comparative grocery shopping.

She has worked with Mr. Holliday and Kamri on word and object recognition, numbers and letters which has resulted in Kamri being on target for 5-K.

Family Friends, one of our collaborating partners, has been working with the Holliday family since 1999. The Family Friends Mentors have made home visits, taken the children to special social events, assisted with obtaining and maintaining the family cars, helped with “Back to School” supplies, Christmas Sponsors, fees and scholarships for the children to play sports and to attend Summer Camps.

Four years ago, Family Friends Mentors assisted with the application, volunteer hours and moving the family into their new Habitat for Humanity Home.

Mr. Holliday recently presented his testimonial at the Vision 2013 Summit in Anderson, S. C., and made the following statements: “I am a much better parent today because of First Steps, POPS and Family Friends. My family has been able to stay together and to thrive, and my youngest children have been able to enter 5-K and first grade on target”.

Marie M. Dunnam, Executive Director
Sandra Pruitt, Director, Family Friends
Beth Keaton, POPS Social Worker
Wayne Holliday, POPS Participant